

Our FY22 Sustainability Report at a glance

At Pact, sustainability underpins our Vision, Strategy, and business decisions. We have been a leader in sustainability for many years and we remain committed to do our part to build a more sustainable future. Our FY22 performance demonstrates how we are *Leading the Circular Economy*.

Sanjay Dayal,
Managing Director & Group CEO

Our operations

~6,000
employees



Headquartered in
Melbourne Australia



Our Capabilities

-  Packaging
-  Reuse
-  Recycling
-  Contract Manufacturing

Net Revenue:

\$1.838

Billion



133
locations



15
countries



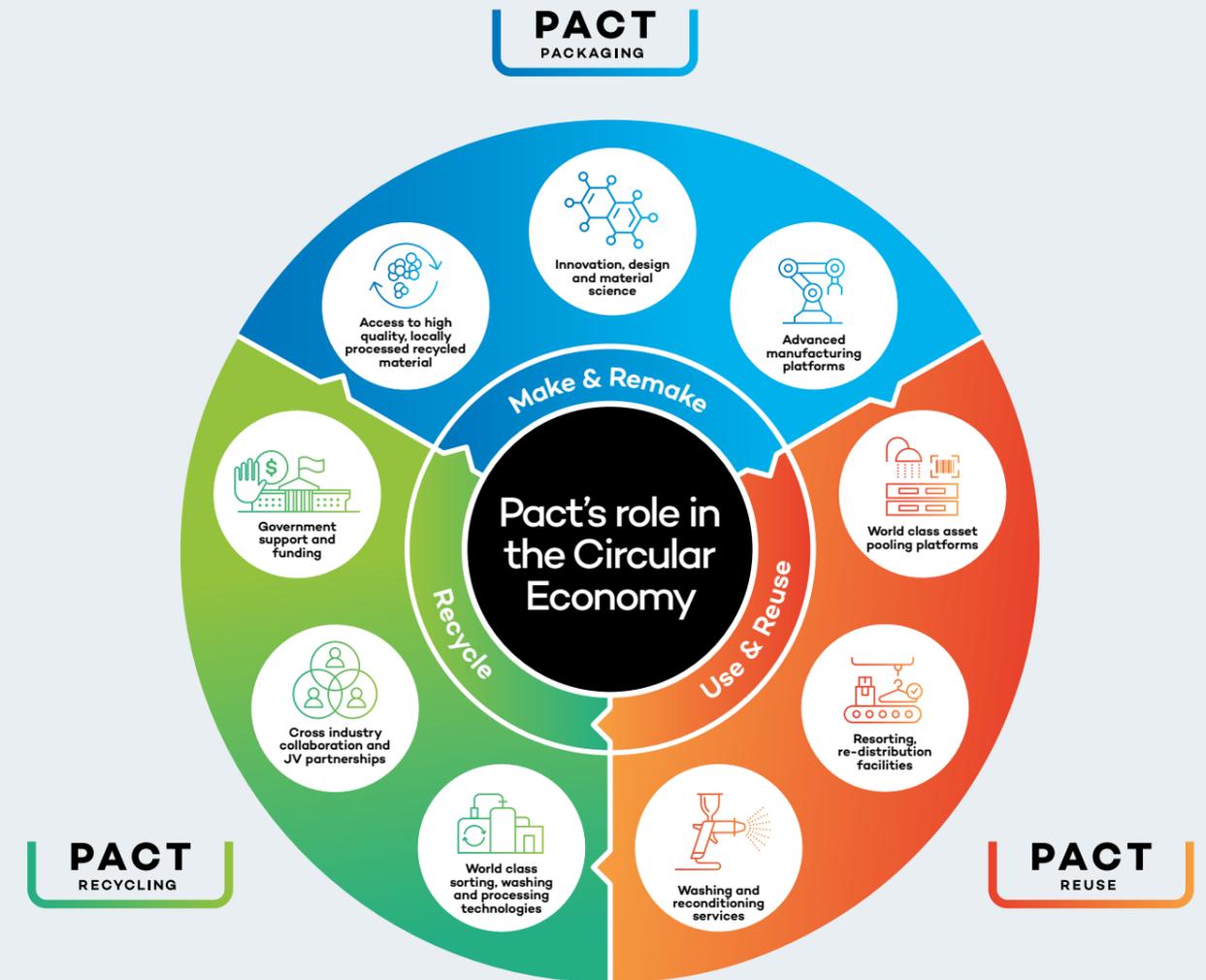
Pact² is one of the largest rigid plastic recyclers in Australasia

— FINANCIAL REVIEW BOSS —
MOST INNOVATIVE COMPANIES

9 years recognised as one of Australasia's Most Innovative Companies¹



¹ Australian Financial Review Most Innovative Companies List 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021.
² Including our joint ventures.



Our Sustainability Report outlines our FY22 Environment, Social and Governance (ESG) strategy, commitments and impact assessments under three categories:

-  **People**
-  **Planet**
-  **Principles**

Each pillar comes with its own unique set of goals and commitments.

For more information on our sustainability performance, find our full FY22 Sustainability Report [here](#).

Planet

As a Leader of the Circular Economy, we established our 2025 End Of Waste Targets, outlining our three goals to reduce, reuse and recycle.

Reduce

Eliminate all problematic packaging that we produce.

Reuse

Have solutions to reduce, reuse and recycle all single-use secondary packaging in retailers.

Recycle

Average 30% recycled content across our plastics portfolio.



Setting an emissions reduction target

In FY22, we unveiled our *Emission Reduction Target* to reduce our Scope 1 and 2 emissions by 50% in Australia and New Zealand by 2030, from an FY21 baseline. We are initially focusing on Australia and New Zealand because 79% of our emissions come from our operations in these countries.



Measuring our emissions

In FY22, our total Scope 1 and 2 emissions for our worldwide operations were 276,733 tCO₂e. Pact has also committed to measuring Scope 3 emissions for FY23.



Committing to zero pellet loss

Pact has committed to ensuring all of our plastics sites in Australia are compliant with Operation Clean Sweep® by the end of FY23.



Implementing niche recycling programs

One of our sites implemented a PPE recycling program in NZ, where used hair and beard nets and face masks are transformed into recycled plastic posts or garden boxes instead of being sent to landfill.



Growing our recycling footprint

Pact has two more recycling facilities are under construction in Melbourne while another three are in the planning phase.



Increasing our recycling capacity

By 2025, we plan to have the capacity⁵ to recycle up to 120,000 tonnes of plastic waste per annum across 12 facilities.

Sustainability Report 2022

Our FY22 progress¹

Decreased production of PS Packaging by 34% or more than 1,500 tonnes.

Decreased production of PVC packaging by 51% or more than 290 tonnes.

Ceased all production of Expanded Polystyrene.

Manufactured more than 1,047,000 milk bottles from plant-based resin, which is derived from sustainably sourced sugarcane.

Issued more than 81,947,000 reusable plastic crates, eliminating approximately 40,400 tonnes² of single-use cardboard from the fresh produce supply chain.

Reused more than 706,339,000 garment hangers and 138,580,000 security tags and, as a result, diverted approximately 14,900 tonnes³ of waste from landfill by keeping these in circulation.

Collected and reconditioned more than 194,600 used intermediate bulk containers (IBCs) and 17,000 plastic drums for reuse.

Reconditioned approximately 390,000 used steel drums into good as-new drums for reuse.

Our seven recycling facilities⁴ produced more than 38,000 tonnes of recycled material, which was then utilized internally or sold. This is an increase from last financial year of approximately 14%.

By end of FY22, the average amount of recycled content across our plastics portfolio was approximately 10%.

Commenced operations at our new Circular Plastics Australia (PET) joint venture with Cleanaway Waste Management, Asahi Beverages and Coca-Cola Europacific Partners.

Collected more than 381,000 drums as a participant of the *drumMUSTER* recycling program, diverting an estimated 330 tonnes of material from landfill.

¹ Compared to FY21.

² Based on an estimate of one corrugate cardboard box weighing approximately 493 grams.

³ Waste diversion tonnage is calculated using actual product average weights.

⁴ Includes joint venture operations.

⁵ Recycling capacity refers to the amount of feedstock material that can be processed by our facilities over a full year. The actual amount of finished recycled material output by our facilities is dependent on the availability and quality of feedstock received.



People



Calculating our gender diversity

In FY22, 35% of our employees across our operations worldwide were female, with the remaining 65% being male. More specifically, 32% of our senior leadership team (CEO-2) and 20% of our ELT (CEO-1) were female.



Promoting harmony

Pact has committed to developing a *Reconciliation Action Plan* and a *Diversity and Inclusion Committee* in FY23. These additional measures will help us to support our employees and promote harmony within our workforce.



Reducing the gender pay gap

We reduced our pay disparity for salaried roles in Australia and New Zealand (excluding CEO and ELT positions) from 5.4% to 4.9% at the end of our *FY22 Salary Review Program*, and we have a dedicated strategy to continue to reduce this disparity over the coming years.



Gathering employee feedback

Our overall engagement score for our *Pact Pulse Employee Engagement Survey* increased to 72% (a 4% increase from our previous survey). We also received a favourable, 72% positive response, to the question "Pact's commitment to social responsibility is genuine" (up 8% on the previous survey).



Providing employee recognition

In FY22, Pact implemented a new employee recognition program called *Kudos*. Since *Kudos* was implemented in January 2022, more than 4,900 *Kudos* recognitions have been sent.



Being Care Safe

In FY22, Pact implemented our *Care Safe Program*. This new internal team focuses solely on health and wellbeing, injury prevention, monitoring and return to work — but most importantly, this team provides compassionate support and valuable resources to assist our employees in their recovery.



Measuring health and safety

For employees in FY22, we recorded 116 total recordable injuries. For labour hire and contractors in FY22, we recorded 39 total recordable injuries. Pact recorded no employee, labour hire or contractor fatalities in FY22.

Principles



Giving back to the community

At Pact, we actively encourage a spirit of generosity in our employees. Our *Community Giving Program* provides opportunities for employees to give back to groups they are passionate about or are personally connected with. In FY22, Pact supported 14 charities and organisations as a part of this program.



Focusing on sustainable procurement

In FY22, Pact started implementing a screening program for all suppliers. When fully implemented, this system will screen all of Pact's suppliers against social and environmental criteria and will enhance our capacity to only engage with suppliers who meet our standards.



Attaining sustainable financing

We have converted \$420 million of existing loan facilities into SLLs, in what is a first for an Australian-based manufacturing company. Sustainability is a major consideration in all of Pact's business decisions and converting a substantial portion of existing loans to SLLs demonstrates Pact's commitment to its people and the environment.



Addressing modern slavery

Pact released its second *Modern Slavery Statement* in December 2021 in accordance with the reporting requirements under the Modern Slavery Act 2018 (Cth). A copy of Pact's *Modern Slavery Statement* is available on the Pact website. [Click here](#).

